

## GENDER PAY GAP REPORT 2021/22

Gender Pay Gap reporting requires employers with 250 or more employees to analyse and report on pay gap between male and female employees. This is Colfe's School report for the snapshot date of 5<sup>th</sup> April 2021.

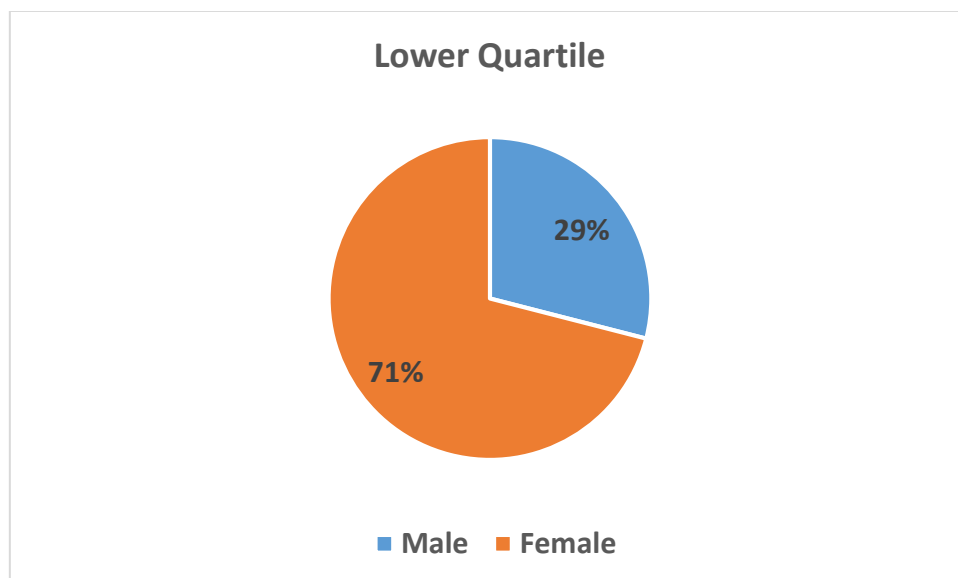
|                                    |       |
|------------------------------------|-------|
| <b>Mean Gender Pay Gap</b>         | 10.5% |
| <b>Median Gender Pay Gap</b>       | 21.9% |
| <b>Mean Bonus Gender Pay Gap</b>   | -111% |
| <b>Median Bonus Gender Pay Gap</b> | -80%  |

*A negative % for the Bonus Gender Pay Gap arises because both the mean and median for females receiving a bonus exceed that of males.*

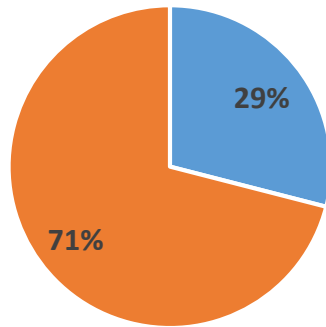
Proportion of Employees receiving a bonus:

| <b>Female</b> | <b>Male</b> |
|---------------|-------------|
| 3%            | 2%          |

Proportions of males/females in each quartile pay band:

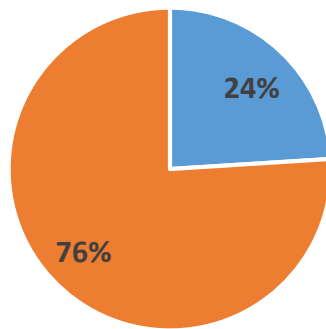


### Lower Middle Quartile



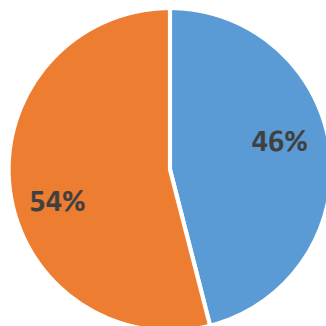
■ Male ■ Female

### Upper Middle Quartile



■ Male ■ Female

### Upper Quartile



■ Male ■ Female

Colfe's School is committed to providing a good working environment for all our staff and that includes ensuring staff receive a fair rate of pay for the work which they do. We review our salary bandings for our teaching staff on an annual basis and regularly benchmark pay for our support staff.

We aim to ensure that pay is set according to the complexity of the work being undertaken, regardless of gender, and we believe that our gender pay gap reflects the nature of our workforce. We will continue to monitor rates of pay to ensure they are fair and reflect pay for similar roles in the wider market.

I confirm that the calculations are an accurate representation of our position on 5<sup>th</sup> April 2021.